



January 3, 2022

Dear Valued 3M Supplier,

At 3M, we share your commitment to legal and ethical business practices. In 2021, for the eighth consecutive year, 3M was named a World's Most Ethical Company® by the Ethisphere Institute. This honor reflects our ongoing commitment to maintaining the highest standards of ethics and compliance in our business practices. In February 2014, 3M Company became a signatory to the United Nations Global Compact. This action signifies the importance 3M Company places on legal and ethical business practices.

3M abhors forced labor in any form, health & safety non-compliance in the workplace and posing adverse effects on the environment, and we are committed to doing our part to eradicate such practices from the global supply chain. 3M sets a high bar for itself regarding labor and employment and it expects the same from its suppliers. 3M has recently updated and re-published the 3M Supplier Responsibility Code (SRC) that specifies the Labor, Health and Safety, Environment, Ethics and Management Systems expectations we have for our suppliers.

3M's SRC, which is based upon the Responsible Business Alliance (RBA) framework, contains an expressed commitment to freely chosen employment. For more information on 3M's corporate commitment and policies in the area of labor and employment, environmental, health and safety, business conduct and commitment to compliance with all applicable laws and regulations, we invite you to review 3M's annual "Sustainability Report" at [3M.com/sustainability](http://3M.com/sustainability) and visit our Supplier Direct website. Further, 3M's description of its efforts to implement its standards and policies in the supply chain are described in 3M's "Transparency in Supply Chains and Modern Slavery Disclosures" available at the main page of [3M.com](http://3M.com).

Compliance with the law and other requirements, which includes adherence to the SRC, is included in our contracts and purchase order terms and conditions as an expectation of doing business with 3M. If your company believes any violation of the SRC may be in your supply chain, please let 3M know immediately. Failure to comply with 3M requirements may include termination of business.

Sincerely,

A handwritten signature in black ink, appearing to read 'Rhondia Turano', written over a horizontal line.

Rhondia Turano  
Sr. Vice President, Strategic Sourcing & Packaging Solutions